



NATIONAL MEDIATION BOARD WASHINGTON, D.C. 20572

(202) 692-5000

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RE: 2012 Federal Employee Viewpoint Survey Results

Each year, the Office of Personnel Management conducts a survey of government employees to determine job satisfaction across a number of categories. The most recent survey included responses from 29 NMB employees (57% of the agency's 51 total FTE – almost 60% of the actual number of employees on duty at the agency during 2012).

The 2012 results for the NMB reveal that the agency is, particularly in comparison to other small agencies, a good place to work. Compared to all other agencies, the NMB's employees responded with higher job satisfaction (71% favorable as opposed to 68% favorable for all agencies), higher organization satisfaction (68% to 59%), and a greater willingness to recommend the agency as a place to work (68% as opposed to 67%).

In many categories, the NMB leads all small agencies, the group to which the closest comparisons to the NMB may be made. A sample of the small agency categories led by the NMB are outlined below, with the positive response percentages from the NMB and all small agencies.

- Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader? NMB – 73%, Small Agencies – 58% (+15%)
- I know how my work relates to the agency's goals and priorities. NMB – 96%, Small Agencies – 83% (+13%)
- The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. NMB – 85%, Small Agencies – 75% (+10%)

Across the 71 questions included in the small agency review, the NMB responses were above the entire small agency sample for 63% of the responses.

Areas in which the survey showed the NMB receiving significant non-positive responses included satisfaction with pay (which was much lower across the board in the 2012 survey than in years past), and satisfaction with line supervisors. Even in the questions about supervisors, where the non-positive responses were higher than about overall agency satisfaction, the NMB's responses routinely were above those of other small agencies.

On only two of the supervisory questions did the NMB score below the average of all small agencies.

- Managers review and evaluate the organization's progress toward meeting its goals and objectives. NMB – 56%, Small Agencies – 60% (-4%)
- Managers collaborate across work units to accomplish work objectives. NMB – 46%, Small Agencies – 55% (-9%)

It is reasonable to conclude that the NMB should focus on supervisory interactions with staff, and with establishing more collaboration across departments, but overall employee responses indicate that the NMB remains a positive and desirable place to work.

A handwritten signature in black ink, appearing to read 'Daniel Rainey', with a stylized circular flourish at the beginning.

Daniel Rainey
Chief of Staff